

## **BME Leadership Summit:**

**16 May 2019, The Studio, Birmingham**

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The third Advance HE BME Leadership Summit will have a focus around BME attainment in higher education. The summit will consider a wide range of aspects that impact on attainment including recruitment, transition, retention and attainment of BME students, recruitment, retention and promotion of BME staff, BME representation in leadership roles, BME pay gaps and the impact of white privilege. The issues are significant and well known but change is not happening quickly enough. The summit aims to look at, understand and encourage the expansion of some of the positive work in the sector to address these issues where real change is happening.

Our keynote speaker is Professor Binna Kandola, Co-founder and Senior Partner at Pearn Kandola. In his recent book *Racism at Work: The Danger of Indifference* (2018) Binna considers how racism has mutated - There have been dramatic, positive shifts in attitudes to race over the last 60 years. Generally speaking, we are more liberal, more open and more tolerant towards minorities. Yet, despite these very positive trends, the outcomes for some minorities in particular have not changed very much at all. This is because, like a virus, prejudice has mutated. – Binna examines how race affects decisions at work from recruitment to perceptions of leaders and the complex ways in which gender and race intersect. Binna's work is profound, provocative and highly practical and the summit aims to continue these themes throughout the day.

Binna will then be joined by a panel of speakers including Professor Iyiola Solanke, Chair in EU Law and Social Justice, University of Leeds, Professor Osama Khan, Pro Vice Chancellor, Students and Teaching, Solent University, Susannah Hume, Director (Establishment Phase), Evidence and Impact Exchange and Alison Johns, CEO, Advance HE.

## Programme

- 9.30am Registration and Refreshments
- 10.00am Welcome  
Tracy Bell-Reeves, Director of Programmes and Events, Advance HE and  
Jannett Morgan, Advance HE Associate
- 10.05am Hidden Challenges: The modern form of racism  
Professor Binna Kandola  
Co-founder and Senior Partner, Pearn Kandola
- 11.00am Refreshments
- 11.15am Positive Change – Where are we making a difference in the sector?  
Panel Discussion – chaired by Jannett Morgan  
Professor Binna Kandola, Co-founder and Senior Partner, Pearn Kandola  
Professor Iyiola Solanke, Chair in EU Law and Social Justice, University of  
Leeds  
Professor Osama Khan, Pro Vice Chancellor, Students and Teaching, Solent  
University  
Alison Johns, Chief Executive, Advance HE  
Susannah Hume, Director (Establishment Phase), Evidence and Impact  
Exchange
- 12.30pm The Advance HE Race Equality Charter (REC)  
Ammara Khan, Head of Race Equality Charter, Advance HE
- 12.45pm Lunch and networking
- 1.45pm World Café (4 themes)
  - REC Case Study: Progression – enabling the BAME pipeline from lecturers onwards – Chris Hall, Head of Equality and Diversity, De Montfort University
  - REC Case Study: Inclusive Curricular – Andrea Cameron, Head of School of Social and Health Sciences, University of Abertay
  - Diversifying Leadership Longitudinal study – actions and recommendations - Professor Udy Archibong, Professor of Diversity, Director, Centre for Inclusion and Diversity (CfID), Faculty of Health Studies and Strategic Advisor for Equality, Diversity and Inclusion, Offices of the Vice Chancellor, University of Bradford
  - Active Leadership / Sponsorship to achieve race equality – Kulbir Shergill, Director of Social Inclusion, University of Warwick
- 2.45pm Refreshments – as delegates move between café themes
- 3.00pm World Café (4 themes)
  - As above
- 4.00pm Plenary  
Outputs from world café, what are the next steps to achieve real change?  
Tracy Bell-Reeves and Jannett Morgan
- 4.30pm Close